POLICY FOR HEALTH AND SAFETY AT WORK

Our Company considers the protection of life, health and safety of workers as a fundamental element in the performance of its business and as a strategic commitment to achieve corporate objectives.

In order to implement these principles, the company undertakes to:

- a) prevent accidents and occupational diseases in carrying out activities with particular attention to construction site work;
- b) comply with the laws and regulations in force, as well as voluntarily assumed commitments, in the field of Health and Safety at work;
- c) identifying and introducing ever safer new technologies, up to levels corresponding to the economically viable application of the best practices and technologies available;
- d) evaluate in advance the new processes, plants and activities in order to correctly identify their aspects and effects on Health and Safety at work;
- d) inform, train and sensitize all employees in order to promote adequate knowledge and awareness of the aspects of Health and Safety at work;
- e) adopt the best techniques and procedures for the prevention and control of emergencies;
- e) systematically analyze near accidents in order to identify possible areas for improvement;
- e) continuously improve the Occupational Health and Safety Management System and its performance by integrating it into company business processes;
- e) continuously monitor its performance in terms of health and safety at work;
- f) identify the risks and opportunities deriving from company processes, from the context and from interested parties in order to prepare appropriate actions for the improvement of the Occupational Health and Safety Management System;
- f) guarantee consultation and participation processes for workers and their representatives, guaranteeing them access to the necessary information;
- d) to place Health and Safety in the workplace among the main responsibilities of those who have managerial duties in the company, starting from the top, involving the persons in charge, for the common achievement of the assigned objectives.

All reports in relation to hazards and any risks encountered may be sent:

- to the Employer (ADL);
- to the Head of the Integrated Management System (RSGI);
- to the Manager of the Management System for Social Responsibility (RSGRS) and to the Employee Representative for Social Responsibility (RLRS) constituting the Social Performance Team (SPT);
- to the Workers Representative (RLS);
- in a confidential form, to the Supervisory Body at the addresses: odv.giovetti@gmail.com and OdV GIOVETTI at Avv. Luigi Meduri, Via dei Montecchi n. 9 – C.A.P. 37122 Verona (VR);
- via suggestion box.

GIOVETTI undertakes to protect the reporter from any form of retaliation.

l'Amministratore Unico
CAV. EMILIO GIOVETTI S.r.l.
LUCA CIONI
Il Legale Rappresentante